



DEPARTMENT OF THE NAVY
COMMANDER NAVY REGION SOUTHWEST
937 N. HARBOR DRIVE
SAN DIEGO, CA 92132-0058

IN REPLY REFER TO:

5830

N00J

31 Oct 13

MEMORANDUM FOR THE RECORD

Subj: PRELIMINARY INQUIRY INTO THE ALLEGED MISCONDUCT BY
CAPTAIN DEVON JONES, U.S. NAVY

Ref: (a) JAGMAN, Section 0203

Elcl: (1) [REDACTED] FOIA(b)(6)&(b)(7)(C) ltr dtd 24 Jun 13 w/ ends

1. The contents of enclosure (1) have been reviewed in accordance with reference (a). No further inquiry is necessary or required.
2. Due to the misconduct documented in this investigation, CAPT Jones was relieved of command on 1 July 2013 and transferred to Commander Naval Air Forces, U.S. Pacific Fleet (CNAF). CNAF conducted Non-Judicial Punishment on 11 September 2013.
3. Subject to the foregoing, the proceedings, findings of fact and recommendations are approved. The original results of the inquiry will be maintained at this office per SECNAV M-5201.1.

[REDACTED] FOIA(b)(6)&(b)(7)(C)

By Direction

Copy to:
CNAF (N00J)

24 Jun 13

From: [REDACTED] U.S. Navy
To: Commander, Navy Region Southwest

Subj: COMMAND INVESTIGATION INTO ALLEGED MISCONDUCT BY CAPTAIN
DEVON JONES, U.S. NAVY

Ref: (a) JAGMAN, Section 0203

Encl: (1) Appointing Letter
(2) Anonymous ltr to AIRPAC IG, NRSW IG
(3) Anonymous ltr to COMNAVAIRPAC, STRIKEWINGPAC, NRSW
(4) Extension requests dtd May 21, 2013, June 14, 2013
(5) Extension Memo dtd June 19, 2013
(6) Command Authorization for Search and Seizure
dtd June 12, 2013
(7) Captain Jones Letter of Resignation dtd June 6, 2013
(8) Verbatim testimony of CAPT Devon Jones May 30, 2013
(9) Email from Captain Jones to [REDACTED] dtd
May 30, 2013
(10) Summary of Interview, [REDACTED], May 31, 2013
(11) Summary of Interview, [REDACTED], May 25,
2013
(12) Summary of Interview, [REDACTED], May
22, 2013
(13) Imperial Valley Press Announcement dtd Mar 27, 2013
(14) Summary of Interview, [REDACTED], June 5,
2013
(15) Summary of Interview, [REDACTED], June
1, 2013
(16) Signed Statement of [REDACTED] May 28, 2013
(17) Unit Recall List, VFA-122 Maint Det dtd Apr 30, 2013
(18) Signed Statement of [REDACTED], May 15, 2013
(19) Signed Statement of [REDACTED], May 15, 2013
(20) Emails exchanged between Captain Devon Jones and [REDACTED]
[REDACTED]
(21) Emails exchanged between Captain Devon Jones and [REDACTED]
[REDACTED]
(22) Emails exchanged between Captain Devon Jones and [REDACTED]
[REDACTED]
(23) Emails exchanged between Captain Devon Jones and
[REDACTED]
(24) Summary of Interview, [REDACTED], May 30,
2013
(25) Summary of Interview, [REDACTED] June 4, 2013
(26) Summary of Interview with [REDACTED],
June 4, 2013

- (27) Summary of Interview with [FOIA(b)(6)&(b)(7)(C)], June 4, 2013
- (28) Summary of Interview with [FOIA(b)(6)&(b)(7)(C)], June 3, 2013
- (29) Summary of Interview with [FOIA(b)(6)&(b)(7)(C)], June 1, 2013
- (30) NAF El Centro DEOCS written comments dtd May 7, 2013
- (31) Summary of Interview by phone, [FOIA(b)(6)&(b)(7)(C)], May 24, 2013
- (32) Summary of Interview with [FOIA(b)(6)&(b)(7)(C)], May 31, 2013
- (33) Summary of Interview with [FOIA(b)(6)&(b)(7)(C)], May 15, 2013
- (34) Summary of Interview with [FOIA(b)(6)&(b)(7)(C)], June 4, 2013
- (35) Summary of Interview with [FOIA(b)(6)&(b)(7)(C)], June 4, 2013
- (36) NAF El Centro SANDPAPER, Joe's Smacktalk
- (37) California Unemployment Statistics dtd May 17, 2013
- (38) Memorandum from [FOIA(b)(6)&(b)(7)(C)] dtd June 5, 2013
- (39) Summary of Interview, [FOIA(b)(6)&(b)(7)(C)] June 4, 2013
- (40) Transcript of Interview, Captain Devon Jones June 5, 2013)
- (41) NAF El Centro CAT Team Focus Group Interviews May 2013
- (42) Email from [FOIA(b)(6)&(b)(7)(C)] to IO, [FOIA(b)(6)&(b)(7)(C)]
- (43) Post it note from Captain Jones to [FOIA(b)(6)&(b)(7)(C)], attached to Environmental study on July 4, 2013
- (44) Written Statement of CAPT Devon Jones, June 25, 2013

Preliminary Statement

1. This reports completion of the preliminary inquiry conducted in accordance with reference (a) and Enclosure (1) into the alleged misconduct of Captain Devon Jones, USN, Commanding Officer, Naval Air Facility, El Centro, CA. Two extensions were granted due to geographic location of personnel and time to transcribe interviews. An additional extension was granted to allow Captain Jones to submit a written statement. Most of the allegations stated in Enclosures (2) and (3) were not substantiated. The allegation of Captain Jones belittling [REDACTED] in the admin building was substantiated. Findings from the Preliminary Inquiry raised concerns about the command climate within the Installation Headquarters, the occurrence of sexual harassment and violations of privacy on the installation, and concerns about fair hiring practices and fear of reprisals on the installation.

Findings of Fact

1. Captain Jones is Commanding Officer of NAF El Centro.
[Encls (1), (8)]
2. Captain Jones has had one XO and two CMC's during his tenure as Commanding Officer of NAF El Centro. [Encls (8), (10), (11), (12)]
3. Captain Jones has a good professional relationship with his XO, [FOIA(b)(6)&(b)(7)(C)]. [Encls (8), (10)]
4. Captain Jones has a good professional relationship with his current CMC, [FOIA(b)(6)&(b)(7)(C)]. [Encls (8), (11)]
5. Captain Jones had a professionally strained relationship with his first CMC, [FOIA(b)(6)&(b)(7)(C)]. [Encls (8), (11), (12), (31), (34)]
6. Captain Jones revived an event called Ladies Night, which had been cancelled by the previous base CO, [FOIA(b)(6)&(b)(7)(C)]. Ladies Night allowed local patrons who had been vetted to come onto the base to attend an evening at the Mirage Club, an all hands club on NAF El Centro. [Encls (8), (12)]
7. The Ladies Night event created a need for Auxiliary Security Force (ASF) personnel to be posted at several locations on the base, including the entrance to base housing. [Encls (8), (11), (16)]
8. Captain Jones frequently stopped by Ladies Night at the Club to gauge the attendance. [Encl (8)]
9. Ladies Night attendance was not consistently high enough to keep the event going. [Encl (8)]
10. Ladies Night events were cancelled by Captain Jones and replaced with themed base parties, first monthly, then quarterly. [Encl (8)]
11. Captain Jones strongly desired the Headquarters staff and Department Heads to attend the Base Parties. [Encl (15)]
12. Keeping Sailors and Det personnel on the base keeps them safe and prevents their exposure local crime and to scenarios leading to DUI. [Encl (14)]

13. Sailors and Det personnel desire more women to be at the base club. [Encls (8), (14)]
14. Captain Jones sought to increase the attendance of women at Ladies Night events and theme parties. [Encls (8), (10) (15)]
15. Captain Jones inappropriately requested that his secretary invite women, specifically "good looking hot chicks," via her Facebook account to the Ladies Nights and Base Parties. [Encl (15)]
16. [REDACTED] was uncomfortable with the request to invite women to Ladies Night from her Facebook account but did so as requested by Captain Jones without saying that she was uncomfortable. [Encl (15)]
17. [REDACTED] FOIA(b)(6)&(b)(7)(C) was assigned to CSFWP maintenance unit (subsequently renamed VFA-122 Maintenance Unit) from September 2009 to October 2012. [Encl (16)]
18. [REDACTED] FOIA(b)(6)&(b)(7)(C) lived off base and did not occupy a room in the permanent party barracks. [Encls (16), (17), (19), (33)]
19. Members of the Installation staff believed that [REDACTED] lived on the base. [Encls (8), (12)]
20. [REDACTED] FOIA(b)(6)&(b)(7)(C) first encountered Captain Devon Jones during a project to paint a static display aircraft at NAF El Centro. [Encls (8), (16)]
21. [REDACTED] FOIA(b)(6)&(b)(7)(C) occasionally attended Ladies Night Parties. [Encl (16), (24)]
22. [REDACTED] FOIA(b)(6)&(b)(7)(C) occasionally attended theme parties. [Encl (16)]
23. [REDACTED] FOIA(b)(6)&(b)(7)(C) and Captain Devon Jones had several face to face meetings at work sites on NAF El Centro [Encls (8), (16), (18)]
24. Captain Devon Jones exchanged several emails with [REDACTED] FOIA(b)(6)&(b)(7)(C) the first of which was initiated by [REDACTED] FOIA(b)(6)&(b)(7)(C) on the subject of Theme Parties. [Encls (8), (16), (20)]
25. The emails exchanged by Captain Jones and [REDACTED] FOIA(b)(6)&(b)(7)(C) do not contain any flirtatious or sexual content. [Encl (8), (20)]

26. Each of the three email exchanges initiated by [FOIA(b)(6)&(b)(7)(C)] has a response from Captain Jones concluding with a question or a statement inviting future contact. [Encl (20)]
27. Captain Devon Jones did encounter [FOIA(b)(6)&(b)(7)(C)] at the Mirage Club Ladies Night and theme parties. [Encls (8), (10), (12), (16), (24)]
28. Captain Devon Jones did attend [FOIA(b)(6)&(b)(7)(C)] reenlistment ceremony after receiving an email from her inviting him to attend. [Encls (8), (12), (16)]
29. Captain Jones did not display drunken behavior at the Ladies Nights or Themed Base Parties as alleged in Enclosure (2). [Encls (10), (28)]
30. There is no evidence that Captain Devon Jones had a physical or sexual relationship with [FOIA(b)(6)&(b)(7)(C)] as alleged in Enclosure (3). [Encls (8), (10), (16), (28)]
31. Contrary to the assertion of [FOIA(b)(6)&(b)(7)(C)] in Encl (18), there is no evidence to support that Captain Devon Jones and [FOIA(b)(6)&(b)(7)(C)] exchanged personal emails, text messages or phone calls. [Encls (8), (16)]
32. Captain Jones stated that he does not have a personal email account. [Encl (8)]
33. Captain Jones does have a personal email account, [FOIA(b)(6)&(b)(7)(C)], via which Captain Jones communicates to his wife, [FOIA(b)(6)&(b)(7)(C)] from his navy.mil account. Boots is Captain Jones's call sign and he signs his navy.mil emails using this call sign. Captain Jones may have stated that he does not have a personal email account because he considers that the [FOIA(b)(6)&(b)(7)(C)] account is no longer his alone since his wife receives and sends emails to him from this account. [Encl (23)]
34. Captain Jones exchanged numerous inappropriate flirtatious emails with [FOIA(b)(6)&(b)(7)(C)] [FOIA(b)(6)&(b)(7)(C)] via his navy.mil account calling himself "Big Boots", and calling her "Mini Boots", and offering to receive her under the mistletoe, and suggesting that at their next meeting they would get an acceptable hotel, and offering her his "anything and everything services". [Encl (21)]
35. Captain Devon Jones initiated and personally scheduled his regular lunch meetings with a female member of a civic group

FOIA(b)(6)&(b)(7)(C) FOIA(b)(6)&(b)(7)(C) via his navy.mil account. [Encl (22)]

36. Captain Devon Jones visited FOIA(b)(6)&(b)(7)(C) at her post when she served on the ASF. [Encls (16), (18)]

37. Captain Devon Jones visited FOIA(b)(6)&(b)(7)(C) as she supervised inmates who were assigned to work on the base prior to the Air Show. [Encls (10), (24)]

38. FOIA(b)(6)&(b)(7)(C) believed she saw Captain Jones place his hand on the buttocks of FOIA(b)(6)&(b)(7)(C) at the Mirage Club and moved between them to separate them. [Encl (24)]

39. FOIA(b)(6)&(b)(7)(C) did not corroborate the allegation that Captain Jones touched her buttocks. [Encl (25)]

40. FOIA(b)(6)&(b)(7)(C) found Captain Jones to be always respectful and proper and a little flirty with the junior females. [Encl (25)]

41. FOIA(b)(6)&(b)(7)(C) wants to submit an officer package, which Captain Jones knows about and supports. [Encl (25)]

42. FOIA(b)(6)&(b)(7)(C) found a camera that had been hidden in a decoy air freshener device in her bathroom in the permanent party barracks by an unknown person and turned it in. [Encl (24)]

43. A further search of the permanent party barracks revealed additional decoy devices that had contained hidden cameras in the rooms of some female barracks residents. [Encls (11), (24), (25), (26)]

44. A review of the digital media on the camera in FOIA(b)(6)&(b)(7)(C)'s room caused NCIS to alert the command of a possible affair between FOIA(b)(6)&(b)(7)(C) and a coworker. [Encls (11), (24)]

45. The two personnel observed by NCIS on the digital media turned in by FOIA(b)(6)&(b)(7)(C) included herself and her coworker, who was separated from his wife. [Encl (24)]

46. The two MA's were subsequently taken to Commanding Officer's NJP by Captain Jones where they admitted to having an inappropriate relationship. [Encl (24)]

47. FOIA(b)(6)&(b)(7)(C) found a decoy device in her room where a camera had been placed, but the camera had already been removed when she discovered the decoy device. [Encl (25)]

48. FOIA(b)(6)&(b)(7)(C) personal cell phone was used by her LPO, without her permission, at her worksite. [Encl (25)]

49. Revealing pictures of FOIA(b)(6)&(b)(7)(C) were emailed from her phone by her LPO, FOIA(b)(6)&(b)(7)(C), to FOIA(b)(6)&(b)(7)(C) without her consent. [Encl (25)]

50. FOIA(b)(6)&(b)(7)(C) LPO was punished by VFA-122 Chain of Command and removed from the workplace. [Encl (25)]

51. FOIA(b)(6)&(b)(7)(C) checks her barracks room every time she returns to it and is uncomfortable that she doesn't know when someone else has entered her room. [Encl (25)]

52. Women who reside in the barracks on NAF El Centro check their rooms constantly now. [Encl (24), (25), (26)]

53. Captain Jones has never been to the permanent party barracks. [Encl (8)]

54. Members of Captain Jones's staff and Department Heads believed that Captain Jones did not observe proper distinctions in rank when he interacted with enlisted females. [Encls (10), (12), (15), (27), (28)]

55. Captain Jones's staff would occasionally take deliberate action to separate Captain Jones from military and civilian women at the club to avoid his actions being misperceived by subordinates or the public. [Encls (10), (12), (15), (28)]

56. Captain Jones did not act with subordinate females in a way that clearly upheld distinctions in rank. [Encls (10), (12), (18), (24), (25), (27), (28)]

57. Evidence does not support that Captain Jones had inappropriate physical contact with women at the Ladies Nights or Base Parties as alleged in Enclosure (2). [Encls (8), (16), (25)]

58. When Captain Jones became aware of rumors about him concerning inappropriate conduct with junior enlisted females he wanted to take action to make the rumors stop. [Encl (8), (10)]

59. [REDACTED] [REDACTED] convinced Captain Jones not to contact the Security Officer to order training on rumors to get the rumors stopped. [Encl (10)]
60. Captain Jones has an exacting leadership style which is perceived as intimidating by some people on NAF El Centro. [Encls (8), (10), (11), (12), (31)]
61. Captain Jones did not intimidate anyone during a Department Head meeting as alleged in Enclosure (2). [Encls (8), (9), (10), (11), (12), (28), (31), (33), (35)]
62. Captain Jones did not scream at his CMC during the 2012 or 2013 NAF El Centro Air Shows as alleged in Enclosure (2). [Encls (8), (11), (12), (28)]
63. Captain Jones did express frustration to two members of his staff during NAF El Centro Air Shows, once to his XO in the HQ building and the other time to his PAO over the phone and both of these incidents were overheard by bystanders. [Encls (10), (15), (28)]
64. Captain Jones frequently expresses frustration to his key staff about the quality of the work performed on the base. [Encls (8), (10), (11), (15), (28), (40)]
65. Captain Jones was frustrated by the base contract for grounds maintenance and began mowing the lawn on the prestige areas of the base. [Encls (8), (10), (28), (34)]
66. Captain Jones ignored feedback that his mowing the lawn provided a bad optic to Sailors on the base. [Encls (8), (34)]
67. Captain Jones was frustrated by spelling and grammar errors on the Marquis and now performs spelling and grammar checks on all announcements prior to them being posted on the Marquis. [Encls (8), (35)]
68. Captain Jones was dissatisfied with the interior color of the bowling alley and required that it be repainted with a color of his choice. [Encls (8), (10), (28), (29), (35)]
69. Repainting the bowling alley caused delays in work completion of more than a week and costing MWR lost revenue of 10,000-15,000 dollars and delays to additional projects. [Encls (29), (35)]

70. Captain Jones was dissatisfied with the Search and Rescue color scheme for the H-60 static display aircraft which was approved by [FOIA(b)(7)(C)] and will not allow the aircraft to be dedicated and displayed. [Encls (8), (18)]
71. Captain Jones personally oversaw the placing of the names on the jet aircraft static displays and required each to be repainted at least once. [Encls (16)]
72. Captain Jones is highly detailed and micro-manages the projects which affect the appearance of the base. [Encls (8), (10), (28), (35)]
73. Captain Jones is highly detailed and micro-manages the projects which affect athletics on the base. [Encls (8), (10), (35)]
74. Captain Jones is inattentive to issues affecting MWR revenue on the base. [Encls (35)]
75. Captain Jones is very competitive and participates regularly in Captains Cup athletic competitions. [Encls (10), (11), (14), (35)]
76. The El Centro Newspaper, The Sandpaper, contains a lengthy, full-page section called Joe's Sports Smacktalk contributed by [FOIA(b)(7)(C)], MWR Director indicating some permissiveness for smacktalk during sporting events. [Encl (36)]
77. Captain Jones exhibits very competitive and sometimes vocal behavior, similar to smacktalk during sporting events, behaviors which are witnessed by Sailors, employees and their families on the base. [Encls (10), (11), (14)]
78. Captain Jones notices and actively seeks to contain behavior of others that he finds to be excessively competitive during sporting events. [Encls (10), (11)]
79. Captain Jones's engagement at the point of incident prevents his subordinates from taking action and the effect of taking an issue up to the Commanding Officer. [Encl (11)]
80. [FOIA(b)(7)(C)] was counseled by MWR Director, [FOIA(b)(7)(C)] as directed by Captain Jones, to cease [FOIA(b)(7)(C)] competitive and vocal behavior subsequent to a Captains Cup volleyball match. [Encls (10), (14)]

81. People on NAF El Centro avoided giving feedback to Captain Jones due to his rank. [Encls (10), (41)]
82. People on NAF El Centro avoided giving feedback to Captain Jones due to their perceptions that his personality is confrontational or challenging. [Encls (10), (12), (14), (34)]
83. Five personnel contacted for interviews during this inquiry would not speak to the IO in their workspace and one person withdrew the statement after the interview. [Encl (38)]
84. Three civilians were uncomfortable speaking to the IO and feared reprisals or losing their job. [Encl (38)]
85. The unemployment rate of 24% in Imperial County, CA is the worst in California (ranks 58 of 58). [Encl (37)]
86. Captain Jones is married to [FOIA(b)(6)&(b)(7)(C)] [Encls (8), (10)]
87. Captain Jones frequently brought up [FOIA(b)(6)&(b)(7)(C)] in conversations to staff, subordinates and employees on the base. [Encls (10), (15), (24), (27), (28), (29), (34), (35)]
88. Captain Jones openly discussed [FOIA(b)(6)&(b)(7)(C)] [FOIA(b)(6)&(b)(7)(C)] at length with several senior members of his staff and his secretary. [Encls (8), (10), (15), (27), (28), (40)]
89. Captain Jones spent between 45 minutes and 2 hours a day discussing [FOIA(b)(6)&(b)(7)(C)] with his secretary, [FOIA(b)(6)&(b)(7)(C)]. [Encl (15), (28)]
90. Captain Jones spent up to one hour per day discussing [FOIA(b)(6)&(b)(7)(C)] with his PAO, [FOIA(b)(6)&(b)(7)(C)]. [Encls (15), (28)]
91. Captain Jones spent up to 2 hours per day discussing [FOIA(b)(6)&(b)(7)(C)] and sports with his XO, [FOIA(b)(6)&(b)(7)(C)] [Encls (10), (15), (28)]
92. Captain Jones spent between 25% and 90% of his weekly Friday meeting discussing [FOIA(b)(6)&(b)(7)(C)] or sports with his Public Works Officer, [FOIA(b)(6)&(b)(7)(C)]. [Encl (27)]
93. Captain Jones was unaware that his conversations about [FOIA(b)(6)&(b)(7)(C)] made his subordinates uncomfortable. [Encl (40)]

94. Captain Jones believes he spends about 15 minutes discussing [FOIA(b)(6)&(b)(7)(C)] with a member of his staff to recover from a weekend or evening [FOIA(b)(6)&(b)(7)(C)]. [Encl (40)]

95. Captain Jones's mood is affected by [FOIA(b)(6)&(b)(7)(C)] [FOIA(b)(6)&(b)(7)(C)] [Encl (15)]

96. Captain Jones's moodiness caused the staff to avoid him and delayed work getting done. [Encls (11), (15), (34)]

97. Some members of the staff and some Department Heads believe that Captain Jones's lengthy conversations about [FOIA(b)(6)&(b)(7)(C)] impacted their ability to do their work. [Encls (15), (27)]

98. [FOIA(b)(6)&(b)(7)(C)] and [FOIA(b)(6)&(b)(7)(C)] are not able to consistently leave work on time. [Encl (15), (28)]

99. Captain Jones's conversations about [FOIA(b)(6)&(b)(7)(C)] included references to [FOIA(b)(6)&(b)(7)(C)] and [FOIA(b)(6)&(b)(7)(C)] and "a liar" and "the pathological liar" and "mentally unstable" and "TMOB" (the [FOIA(b)(6)&(b)(7)(C)] Moment of the Day, and "crazy". [Encls (10), (15), (28), (29)]

100. [FOIA(b)(6)&(b)(7)(C)] thought "if he doesn't respect [FOIA(b)(6)&(b)(7)(C)] does he respect us?" [Encl (29)]

101. Captain Jones required his staff to be complicit in the derogatory rhetoric directed toward [FOIA(b)(6)&(b)(7)(C)] by asking them to agree with him about [FOIA(b)(6)&(b)(7)(C)] behavior and by coaching and directing them to never refer to [FOIA(b)(6)&(b)(7)(C)] as [FOIA(b)(6)&(b)(7)(C)] but to instead refer to [FOIA(b)(6)&(b)(7)(C)] as [FOIA(b)(6)&(b)(7)(C)]. [Encls (10), (15), (28)]

102. On May 30, 2013, [FOIA(b)(6)&(b)(7)(C)] ordered Captain Jones, on the Authority of CNRSW, Admiral Smith, to refrain from discussing the investigation with his staff. [Encl (8)]

103. Captain Jones did inappropriately ask his employee, PAO [FOIA(b)(6)&(b)(7)(C)] to take [FOIA(b)(6)&(b)(7)(C)] to school on May 31, 2013. [Encls (28), (40)]

104. Captain Jones did inappropriately discuss the PI with his PAO, [FOIA(b)(6)&(b)(7)(C)] on Friday morning, May 31st, 2013 during the car ride back from dropping [FOIA(b)(6)&(b)(7)(C)] off at school. [Encls (28), (40)]

105. Captain Jones did inappropriately call his employee, PAO [FOIA(b)(6)&(b)(7)(C)] into his office on Monday Morning, June 3rd to

discuss the PI and asked her to keep the conversation secret.
[Encls (28), (40)]

106. Captain Jones did inappropriately ask his employee, Secretary [FOIA(b)(6)&(b)(7)(C)] to come to his home outside of working hours on or about June 2nd to set up his computer. [Encl (40)]

107. Captain Jones did inappropriately discuss the PI with his Secretary, [FOIA(b)(6)&(b)(7)(C)] in his office on Friday morning, May 31st.
[Encls (15)]

108. Captain Jones did inappropriately discuss the PI on June 3rd with his XO, [FOIA(b)(6)&(b)(7)(C)] and asked him not to reveal that the conversation had taken place by invoking "the bro code".
[Encl (39)]

109. Captain Jones did inappropriately describe future civil court action that he would take against anyone who made statements against him, which intimidated his subordinates, [FOIA(b)(6)&(b)(7)(C)] and XO [FOIA(b)(6)&(b)(7)(C)] during the course of the PI.
[Encls (28), (39)]

110. [FOIA(b)(6)&(b)(7)(C)] thought that Captain Jones was very approachable and was comfortable around him. [Encl (32)]

111. [FOIA(b)(6)&(b)(7)(C)] said that Captain Jones did not respect differences between officers and enlisted and found his conversations with her to be too familiar and thought he was creepy. [Encl (24)]

112. [FOIA(b)(6)&(b)(7)(C)] was bothered when he saw Captain Jones sitting at the bar with a female Master at Arms who he had taken to Mast three days previously. [Encl (27)]

113. Captain Jones inappropriately contacted his friend, [FOIA(b)(6)&(b)(7)(C)] Commodore of Strike Fighter Wing, Pacific, between May 31 and June 4 to inquire about Enclosure (2). [Encl (39), (40)]

114. [FOIA(b)(6)&(b)(7)(C)] was most worried about how Captain Jones [FOIA(b)(6)&(b)(7)(C)] [Encl (10)]

115. [FOIA(b)(6)&(b)(7)(C)] was most worried about how [FOIA(b)(6)&(b)(7)(C)] would be affected by his father's behavior. [Encl (28)]

116. [FOIA(b)(6)&(b)(7)(C)] was offended by the way Captain Jones approached his problems out of anger, it was not the way she would approach the problems and it made her uncomfortable. [Encl (15)]

117. Captain Jones stated that he believed his key staff would not be influenced by his discussions with them and wanted to say his good-byes. [Encl (40)]

118. Captain Jones estimated he had discussed [FOIA(b)(6)&(b)(7)(C)] with approximately 30 people on NAF El Centro to read them in about her behavior and to respond to rumors that [FOIA(b)(6)&(b)(7)(C)] had said bad things about him. [Encl (40)]

119. [FOIA(b)(6)&(b)(7)(C)] does not believe that people have an equal chance to compete for MWR job postings. [Encl (14)]

120. Captain Jones assigned [FOIA(b)(6)&(b)(7)(C)] to review MWR Hiring actions. [Encl (8)]

121. An MWR employee who was afraid to make a statement to the IO was offended by religious music and religious gatherings regularly heard and seen in the MWR spaces during working hours. [Encl (38)]

122. Nine months ago, [FOIA(b)(6)&(b)(7)(C)] began taking 2 Xanax pills per day to "get through the day" and three months ago, she began taking sleeping pills. [Encl (28)]

123. [FOIA(b)(6)&(b)(7)(C)] felt Captain Jones pressured her not to take leave and admitted giving back 15 hours of leave in 2012. [Encl (28), (42)]

124. On June 5, 2013, [FOIA(b)(6)&(b)(7)(C)] received a post it note from Captain Jones, which he left for her on a draft of the Environmental Impact Statement he had reviewed, thanking her for her loyalty for the past two years. [Encl (43)]

125. On June 14, 2013 [FOIA(b)(6)&(b)(7)(C)] emailed the IO, explaining that she felt disloyal to Captain Jones for revealing the events that had transpired in her work place. [Encl (42), (43)]

126. Captain Jones told [FOIA(b)(6)&(b)(7)(C)] to never again support a specific elementary school in El Centro after attending a meeting there and entering into an altercation with a teacher there. [Encl (28)]

127. [FOIA(b)(6)&(b)(7)(C)] said that her job would be intolerable if she wasn't on Prozac, which she was prescribed after developing severe anxiety while working for Captain Jones. [Encl (10), (15)]

128. When [FOIA(b)(6)&(b)(7)(C)] was an MASN she felt uncomfortable when Captain Jones complemented her by saying that she was a beautiful girl and that he felt close to her and that she could always come and talk to him. [Encl (24)]

129. [FOIA(b)(6)&(b)(7)(C)] was uncomfortable when Captain Jones spoke in a familiar manner to her at the Mirage Club days after taking her to Mast for adultery. [Encl (24)]

130. [FOIA(b)(6)&(b)(7)(C)] was uncomfortable seeing Captain Jones sitting next to [FOIA(b)(6)&(b)(7)(C)] at the Mirage Club bar days after taking her to Mast. [Encl (27)]

131. [FOIA(b)(6)&(b)(7)(C)] was uncomfortable when Captain Jones asked her if she knew that e-spam could be received on a cell phone and showed her a text message on his personal flip phone that read, "You open her legs and stick your finger inside her pussy". [Encl (29)]

132. When [FOIA(b)(6)&(b)(7)(C)] sees Captain Jones now she tries to act busy or goes to the kitchen to avoid him. [Encl (29), (41)]

133. During an interview on June 5, 2013 Captain Jones initially said he didn't discuss the investigation with any members of his staff and had not met with any of them outside of work spaces, except the XO in their yards over the weekend. [Encl (40)]

134. When Captain Jones was specifically reminded by the IO of his request to [FOIA(b)(6)&(b)(7)(C)] to take [FOIA(b)(6)&(b)(7)(C)] to school on May 31, 2013 and the elements of the conversation in the car on the return trip, Captain Jones admitted seeing [FOIA(b)(6)&(b)(7)(C)] and discussing the investigation with her. [Encl (40)]

135. When Captain Jones was reminded by the IO of talking to the XO, [FOIA(b)(6)&(b)(7)(C)] about the investigation on June 3, 2013, he admitted that he had discussed the investigation with [FOIA(b)(6)&(b)(7)(C)]. [Encl (39), (40)]

136. [FOIA(b)(6)&(b)(7)(C)] felt disloyal by disclosing elements of the June 3 conversation with Captain Jones to the IO because Captain Jones had indicated that the conversation should be kept confidential when he "invoked the bro code". [Encl (39)]

Opinions

Allegations of Commanding Officer Sexual Relationship with an Enlisted Woman/Inappropriate Conduct with Subordinate Women

1. There is no evidence to support that Captain Jones engaged in any sexual relationships with junior female enlisted Sailors, to include [FOIA(b)(6)&(b)(7)(C)] while CO of NAF El Centro. [FOF (30), (53), (57)]
2. Captain Jones did understand that his staff believed that he spent disproportionate periods of time with junior Sailors and, although he did not agree with their opinions, he trusted them to monitor his behavior and move him along when they felt uncomfortable. He was firm in his belief that he was neither misbehaving nor showing a preference for the company of the young women. Captain Jones's deliberate attempts to be approachable to all Sailors, including junior female Sailors, were bothersome to many of his staff and Department Heads who felt that he was not upholding clear distinctions between officer and enlisted personnel or that he preferred the company of these young women. Captain Jones's failure to establish boundaries with women caused his staff to regularly monitor his actions at the base club. [FOF (36), (37), (54), (55), (56), (111), (112), (129), (130)]
3. Captain Jones's deliberate attempts to be approachable to all Sailors, including junior female Sailors, was perceived differently by each of them. Of the three interviewed, one LT saw him as approachable, A Third Class Petty Officer saw him as a little flirty, and a Second Class Petty Officer saw him as creepy. The perceptions were influenced by the women's established frame of reference for appropriate distinctions between Officer and Enlisted. [FOF (36), (37), (40), (110), (111)]

Allegations of Captain Jones drunken behavior during MWR Club Ladies Night Parties

4. Captain Jones behavior at Ladies Night Parties or Base Themed Parties was not influenced by excessive alcohol consumption. None of the witnesses reported Captain Jones to be drunk or described his behavior as drunken. [FOF (29)]

Allegations of Captain Jones belittling [FOIA(b)(6)&(b)(7)(C)] in the Admin Building

5. Captain Jones failed to establish boundaries to shield his staff, Department Heads and employees of the base from exposure to [FOIA(b)(6)&(b)(7)(C)]. He repeatedly said derogatory things to members of his staff about [FOIA(b)(6)&(b)(7)(C)] in the Headquarters building and carried on conversations about his dissatisfaction with her behavior and traits with numerous other people around the base. These declarations and conversations were not comfortable for the staff and employees and interfered with their ability to conduct their normal work. [POF (88), (89), (90), (91), (92), (96), (97), (99), (101)]
6. Captain Jones underestimates the frequency and duration of his conversations with subordinates about [FOIA(b)(6)&(b)(7)(C)] [POF (87), (88), (89), (90), (91), (92), (94)]
7. Captain Jones was unaware that the language he used about [FOIA(b)(6)&(b)(7)(C)] such as [FOIA(b)(6)&(b)(7)(C)] and [FOIA(b)(6)&(b)(7)(C)] and [FOIA(b)(6)&(b)(7)(C)] and "the pathological liar" and [FOIA(b)(6)&(b)(7)(C)] and "narcissistic" and "crazy" and other such terms is derogatory and dehumanizing, inappropriate in the workplace, and was offensive to the listeners. [Encls (93), (99), (100), (101)]
8. Captain Jones was insensitive to the cultural beliefs of many of his listeners, which acted to intensify their discomfort with his rhetoric about [FOIA(b)(6)&(b)(7)(C)] [POF (100), (101), (114), (115), (116)]
9. Captain Jones's perspective has shifted to allow him to believe that warning people about [FOIA(b)(6)&(b)(7)(C)] behavior is justified and necessary. [POF (118)]
10. Captain Jones relied heavily on 3 principal members of his staff, his XO, PAO and secretary, to support him emotionally throughout the work day. These 3 key members of the staff have experienced uncommonly high levels of stress related to their interactions with Captain Jones. [POF (88), (89), (90), (91), (92), (94), (95), (98), (122), (123), (127)]

Allegation of Captain Jones intimidating or threatening subordinates

11. Captain Jones did intimidate three members of his staff, the XO, [FOIA(b)(6)&(b)(7)(C)] the PAO, [FOIA(b)(6)&(b)(7)(C)], and his secretary, [FOIA(b)(6)&(b)(7)(C)], during the course of the investigation after being told not to do so on the authority of CNRSW, Admiral Smith.

[FOF (102), (103), (104), (105), (106), (107), (108), (109), (133), (134), (135)]

12. Captain Jones did initiate contact with [FOIA(b)(6)&(b)(7)(C)] [REDACTED], CSFWP, to discuss the PI with him. [FOF (113)]

13. Although Captain Jones improperly isolated and discussed the Preliminary Inquiry with 3 members of his staff and issued them direct cautions about disclosing that fact that he had spoken with them, Captain Jones was unable to gauge that these interactions would have a negative effect on them. [FOF (117)]

Findings Related to Command Climate

14. Barriers to communication and fear of reprisals were noticed within the civilian and military members who were interviewed. Captain Jones has failed to establish a climate where subordinates can provide feedback without feeling uncomfortable, challenged or threatened. [FOF (58), (59), (60), (64), (66), (78), (79), (80), (81), (82), (83), (84), (95), (96), (97), (109), (132)]

15. People on the base avoided giving feedback to Captain Jones due to socio-economic factors in the local area causing people to be highly fearful of losing their job on the base. [FOF (81), (82), (83), (84), (85)]

16. Although the Installation command has been responsive to overt acts of sexual harassment, security and privacy concerns are prevalent among women who reside in the barracks. Captain Jones's behavior in social settings has made some members feel that resolution to their issues would be unlikely and they are reluctant to report uncomfortable situations. [FOF (51), (52), (100), (128), (132)]

17. Civilians on the base are not confident that MWR hiring practices are resulting in fair and equal opportunity to compete for jobs and promotions at NAF El Centro. There are additional reports of religious proselytizing or religious intolerance within the civilian command structure. Captain Jones has sought to insert transparency by assigning the XO, [FOIA(b)(6)&(b)(7)(C)] to the hiring board, an action which has not yet resolved the concerns of civilian employees. [FOF (84), (119), (120), (121)]

Recommendations

1. CNRSW should accept Captain Jones's letter of resignation as CO of NAFEC, Enclosure (7), and forward recommending approval.
2. Captain Jones is a combat veteran with a lengthy record of honorable service. His ability to lead effectively has been compromised by the emotional and psychological effects of his prolonged exposure to the stress he feels is caused by his bad marriage. Despite his insistence that these problems exist externally to him and that he is well able to focus and compartmentalize the stress while making balanced decisions about the base, the people on the base, and the mission of the base, he has not been able to notice the negative effect he is having on the well being and productivity of his staff and others in NAF El Centro. Captain Jones should be provided support and time to work through the issues in [FOIA(b)(6)&(b)(7)(C)] in a way that won't affect those whom he is responsible to lead.
3. Captain Jones exhibited no awareness and no recognition that his meetings with 3 personnel on his staff would have caused them to feel influenced, fearful or angry. However innocent he felt those meetings were, they were in clear violation of communication directing him to abstain from speaking with his staff, which he acknowledged, and contradictory to acceptable standards of leadership at his level. Captain Jones should be orally reprimanded for his actions, which induced fear and discomfort to key members of his staff, and a letter of caution issued to alert him to the possibility of future punitive action during the remainder of his time attached to CNRSW.
4. All Staff and Department Heads in NAF El Centro require in depth ethics training to understand the rules and regulations about asking junior military personnel or civilian personnel to perform personal services or work outside of their PD's for them during or outside of working hours.
5. CNRSW MWR should conduct a thorough review of hiring practices on NAF El Centro
6. A military psychologist should be assigned to NAF El Centro for a short term effort to facilitate a debrief of the removal of the Commanding Officer and assist them in returning to the establishment of boundaries within their normal working relationships.
7. Physical security at the permanent party barracks must be improved immediately including strict room entry policies and

two person entry requirements for non-resident key holders
including: maintenance personnel, inspection teams and security.

FOIA(b)(6)&(b)(7)(C)

Captain, U.S. Navy



DEPARTMENT OF THE NAVY
COMMANDER NAVY REGION SOUTHWEST
937 N. HARBOR DRIVE
SAN DIEGO, CA 92132-0058

IN REPLY REFER TO:
5830
Ser N00/244
7 May 13

From: Commander, Navy Region Southwest
To: [REDACTED] FOIA(b)(6)&(b)(7)(C), USN

Subj: PRELIMINARY INQUIRY INTO ALLEGED MISCONDUCT BY
CAPTAIN DEVON JONES, U.S. NAVY

Ref: (a) JAGMAN, Section 0203
(b) Anonymous ltr to AIRPAC IG, NRSW IG
(c) Anonymous ltr to COMNAVAIRPAC, STRIKEWINGPAC, NRSW,
VFA-122

1. This appoints you, per reference (a), to inquire into the facts and circumstances surrounding the allegations in references (b) and (c) during CAPT Jones' tenure as Commanding Officer, Naval Air Facility, El Centro.

2. Investigate the facts underlying the complaint and any fault, neglect, or responsibility therefore, and recommend appropriate administrative or disciplinary action. Report your findings of fact, opinions, and recommendations in letter form by 21 May 2013, unless an extension of time is granted. If you have not previously done so, read Chapter II of reference (a) and references (b) and (c) before beginning your investigation.

3. You may seek legal advice from [REDACTED] FOIA(b)(6)&(b)(7)(C), JAGC, USN during the course of your investigation.


C. W. PLUMMER
By direction

Copy to:
SJA

ENCL (1)



DEPARTMENT OF THE NAVY
COMMANDER NAVY REGION SOUTHWEST
957 N. HARBOR DRIVE
SAN DIEGO, CA 92132-0658

IN REPLY REFER TO:

1321
Ser N00/386
24 Jul 13

From: Commander, Navy Region Southwest
To: CAPT Devon Jones, USN

Subj: TEMPORARY ADDITIONAL DUTY ASSIGNMENT

1. Effective 2 July 2013, you are assigned to Commander, Naval Air Force Pacific (CNAF) in a Temporary Additional Duty status. CNAF will dispose of allegations regarding your conduct while you were serving as Commanding Officer, Naval Air Facility, El Centro, California.

A handwritten signature in black ink, appearing to read "C. W. Plummer".

C. W. PLUMMER
Chief of Staff
Acting

07/15/13 TRAVEL AUTHORIZATION | DOC NO: DVBANDISROCA070213_A02
PAGE 1 ** Read Privacy Act On Last Page ** | AUTH NO: 16086J

1) NAME: JONES, DEVON SSN: XXXXX
ADDR: 1605 THIRD ST PHONE: 7603392401
ELDG 214 MAIL CO:
EL CENTRO, CA 92243 ORG:
TITLE: Officer

DUTY: TZ: PST SEC CLR:
RNS: CARD: Advance Auth
HOURS: 0.0
Tech Status NO Air Crew S NO

2) AUTH NO: 16086J DATE: 07/01/13 TYPE: AA-ROUTINE TDY/TAD

3) TRAVEL PURPOSE: SITE VISIT

DATE	TIME	DEPARTED/ARRIVED LOCATIONS	PER DIEM RATE
07/02/13		D EL CENTRO, CA	
07/02/13		A-SAN DIEGO, CA	\$123.00/\$71.00
07/31/13		D-SAN DIEGO, CA	
07/31/13		A EL CENTRO, CA	

5) OTHER AUTHORIZATIONS	EST COST	ADV AMT
LODGING	\$3857.00	\$3085.60
MEAL	\$2094.50	\$1675.60
MILEAGE	\$128.82	\$103.06
TOTAL	\$6080.32	\$4864.26
ADVANCE AUTHORIZED		\$0.00

7) PRE-AUDIT JUSTIFICATIONS
CONSTRUCTED TRAVEL WORKSHEET
A transportation mode of other than Commercial Air or Government Transportation may require a constructed travel cost-comparison worksheet to be completed and included with the document via fax or scanning.
JUSTIFICATIONS: Cheaper for member to drive from WAF El Centro to San Diego

8) ACCOUNTING CLASSIFICATIONS	EST COST
13 EX OFF CM04 - 068732~17~13~13~1804~52PA~2103~00052~0~068732~2D~N~00242~60	\$6080.32

9) REMARKS
Traveler is Non-Exempt from the mandatory provisions of the TIRA.
Transportation expenses on this itinerary indicated as GOVCC-Individual are billed to an individually billed account and are reimbursable to the traveler.
Transportation expenses on this itinerary indicated as GOVCC-Central Billed or ANC Billed are billed directly to the Government and are NOT reimbursable to the traveler.

The 'Travel and Transportation Reform Act of 1998' stipulates that the government-sponsored, contractor-issued travel card shall be used by all U.S. Government personnel (civilian and military) to pay for costs incident to official business travel unless specifically exempted by authority of

From: Concerned

To: Airpac IG, NRSW IG

Subj: BREAKING THE RULES IN EL CENTRO

I am sending this to both Airpac and NRSW because I am not sure who to send this to.

There is a problem with one of the Khaki's at NAF El Centro, his name is Capt Devin Jones, I believe he still thinks he is in the pre-tail hook Navy.

I and a few others have witnessed his behavior at the Wednesday evening MWR Club ladies night. He has a bad habit of getting drunk and dancing with some junior enlisted gals, while dancing he was rubbing his groin area against the backs of these young Sailors. The same evening in question he left the club drunk and got in his car and drove over to the Exchange parking lot. We thought he was just confused due to the alcohol. I think everyone on the base is in fear of losing their jobs so they just bow their heads and try to ignore the Capt. With today's communication technology you may even find phone pictures or video from the club.

You cannot say anything to Capt Jones about the alcohol because he will scream at you. When Capt Jones arrived at the NEX he got out of his car and walked up to the 3rd floor of the enlisted barracks and went into someone's room. I have heard from others on the base that Capt Jones has done tours of the enlisted barracks late at night in his civilian clothes a few times.

I have seen Capt Jones [REDACTED] in the admin building before, not a very kind person. His temper flares to the point where he will either threaten to hit you or kill you; just ask anyone who attends the Dept head meetings.

Perhaps your team could conduct a command climate survey for the Officer's, Chief's and Civilians. During this year's Airshow I observed Capt Jones screaming at the CMC with numerous Sailors in observance.

Capt Jones makes that Capt Holly Graf look like a mute saint.

I would recommend some Alcohol counseling for Mr. Jones, perhaps he can turn his life around and start seeing the good in his personnel.

Sincerely, Concerned

ENCL (2)

To: COMNAVAIRPAC, STRIKEWINGPAC, NRSW, VFA-122

FROM: CONCERNED

SUBJECT: NAF EL CENTRO COMMANDING OFFICER SEXUAL RELATIONSHIP WITH AN ENLISTED WOMAN.

CAPT JONE'S DIRTY DANCING PARTNER AND BEDMATE IS [REDACTED].

SINCERELY, CONCERNED

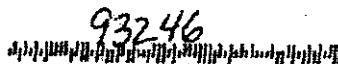
SN BERNARDINO CA 923

29 APR 2013 PM 6 L



COMMANDING OFFICER
STRIKE Fighter Squadron One Two Two
ATTN: Command MASTER CHIEF
HANGAR 1 NAS Lemoore CA

93246



ENCL (3)

21 May 2013

From: [REDACTED] FOIA(b)(6)&(b)(7)(C), USN
To: Commander, Navy Region Southwest

Subj: PRELIMINARY INQUIRY INTO ALLEGED MISCONDUCT BY CAPTAIN
DEVON JONES, U.S. NAVY

1. Respectfully request an extension until June 4, 2013 to complete the Preliminary Inquiry due to geographic location of personnel associated with this matter.

[REDACTED] FOIA(b)(6)&(b)(7)(C)

ENCL (4)

14 June 2013

From: [REDACTED] FOIA(b)(6)&(b)(7)(C), USN
To: Commander, Navy Region Southwest

Subj: PRELIMINARY INQUIRY INTO ALLEGED MISCONDUCT BY CAPTAIN
DEVON JONES, U.S. NAVY

1. Respectfully request an extension until June 19, 2013 to complete the Preliminary Inquiry to have sufficient time to transcribe and summarize interviews.

FOIA(b)(6)&(b)(7)(C)
[REDACTED]

June 19, 2013

Statement by IO regarding extension of investigation

-On June 19, 2013 Captain Jones expressed a desire to have his written statement included in the investigation.

-I received permission via CNRSW JAG to delay submitting the final report until June 25, 2013 in order to include the written statement of Captain Jones.

FOIA(b)(6)&(b)(7)(C)

USN

ENCL (5)

Command Authorization for Search and Seizure

UNITED STATES OF AMERICA

VS.

CAPT DEVON JONES, USN

TO: Investigating Officer, **FOIA(b)(6)&(b)(7)(C)**, USN

Affidavit(s) having been made before me by **FOIA(b)(6)&(b)(7)(C)**, USN

That there is reason to believe that on the person of and/or on the premises and/or property to described as:

Any government-issued email accounts and/or electronic copies thereof assigned to CAPT Devon Jones and **FOIA(b)(6)&(b)(7)(C)**, and any computers, mobile devices, storage media, virtual storage media, hard drives, and/or shared drives to which CAPT Jones and **FOIA(b)(6)&(b)(7)(C)** had access.

Which is/are under my jurisdiction, there is now being concealed certain property or evidence, namely:


Forms of communication including, but not limited to text messages, emails, and audio or voice messages, to/from CAPT Jones, **FOIA(b)(6)&(b)(7)(C)**, and/or other potential witnesses, that may be considered evidence of VUCMJ Art. 92 Failure to obey order, regulation through the misuse of staff, Art. 93 Cruelty and maltreatment of subordinates, Art. 134 Adultery, and Art. 134 Obstructing justice.

I am satisfied that there is probable cause to believe that the property so described is being concealed on the person and/or premises above described and that the grounds for application for issuance of a command authorized search exist as stated in the supporting affidavit(s).

YOU ARE HEREBY AUTHORIZED TO SEARCH the person and/or place named for the property specified and if the property is found there to seize it, leaving a copy of this authorization and receipt for the property taken. You will provide a signed receipt to this command, containing a full description of every item seized.

Any assistance desired in conducting this search will be furnished by this command.

Dated this 12th day of June, 2013.


Dixon R. Smith
RADM, USN
Commander, Navy Region Southwest

ENCL (6)

6 June 2013

From: CAPT Devon Jones, [REDACTED]

To: RADM Dixon Smith, CNRSW

Subj: LETTER OF RESIGNATION

1. Please accept my resignation as Commanding Officer, NAF El Centro, effective immediately.
2. My resignation in no way implies guilt concerning the allegations for which I am currently under investigation.
3. Thank you for the opportunity to serve under your leadership.

Very respectfully,



D. Jones

ENCL (7)

Enclosure (8) of the basic ROI
(35 pages)

This enclosure of the basic ROI has been withheld in its entirety because program and legal reviews indicate it contains significant personal information relevant to third-parties other than Captain Jones the disclosure of which would constitute both a clearly unwarranted invasion of personal privacy protected by FOIA exemption (b)(6)¹ and an unwarranted invasion of personal privacy protected by FOIA exemption (b)(7)(C)² and it is not reasonable to segregate portions for release.³

¹ 5 U.S.C. § 552(b)(6); 32 C.F.R. § 701.59(f)(7).

² 5 U.S.C. § 552(b)(7)(C); 32 C.F.R. § 701.59(g)(3).

³ 32 C.F.R. § 701.8(1); See, e.g., *Alirez*, 676 F.2d at 428 (finding that mere deletion of names and other identifying data concerning small group of co-workers inadequate to protect them from embarrassment or reprisals because requester could still possibly identify individuals) (Exemption 7(C)); *Karantalis v. U.S. Dep't of Educ.*, No. 05-22088, slip op. at 4 n.4 (S.D. Fla. Dec. 19, 2005) (reasoning that because the requested document dealt "with a particular, small workplace, and since the contents of the report deal exclusively with confidential personnel matters, it is not possible, as in some cases, merely to excise personally identifying information"); *McLeod v. Pena*, No. 94-1924, slip op. at 6 (D.D.C. Feb. 9, 1996) (concluding that redaction of investigative memoranda and witness statements would not protect privacy when "community of possible witnesses and investigators is very small" -- eight officers and twenty enlisted personnel) (Exemption 7(C)).

FOIA(b)(6)&(b)(7)(C)

From: Jones, Devon CAPT NAF El Centro, N00
Sent: Thursday, May 30, 2013 10:22 PM
To: FOIA(b)(6)&(b)(7)(C)
Subject: DH Meeting

I do remember the referred to DH Meeting subject (specifically the only issue I can remember addressing strongly, so I am assuming this is the topic) and I do acknowledge that this email will go into the record.

The topic was speeding on base (vehicles) and I expressed my exasperation with the fact that a number of measures we had implemented were not working. My objective was for my Leadership Team (DHs) to understand that it was unacceptable, to get the word out, and to help our Security Dept with the challenge. My tone was forceful, not raised, not vulgar or inappropriate, not targeted towards anyone specifically, not sardonic or sarcastic, but highlighted the issue as a Team challenge that needed attention by Leadership base-wide. It was intended to be received "loud and clear". It was, we addressed it for maybe 90 seconds, at most, and moved on to a routine DH Meeting.

I am certain that it was a departure (intentionally so) from my usually lighter nature in those meetings. I heard nothing about it post-meeting - not a single word - nor did I even question myself at the end of the day when I mentally reviewed the quality of my interactions that day (e.g. my performance). In otherwords, it didn't trip my own or anyone else's threshold as significant.

r, Boots

Enclosure (10) of the basic ROI
(6 pages)

This enclosure of the basic ROI has been withheld in its entirety because program and legal reviews indicate it contains significant personal information relevant to third-parties other than Captain Jones the disclosure of which would constitute both a clearly unwarranted invasion of personal privacy protected by FOIA exemption (b)(6)¹ and an unwarranted invasion of personal privacy protected by FOIA exemption (b)(7)(C)² and it is not reasonable to segregate portions for release.³

¹ 5 U.S.C. § 552(b)(6); 32 C.F.R. § 701.59(f)(7).

² 5 U.S.C. § 552(b)(7)(C); 32 C.F.R. § 701.59(g)(3).

³ 32 C.F.R. § 701.8(1); See, e.g., *Alirez*, 676 F.2d at 428 (finding that mere deletion of names and other identifying data concerning small group of co-workers inadequate to protect them from embarrassment or reprisals because requester could still possibly identify individuals) (Exemption 7(C)); *Karantsalis v. U.S. Dep't of Educ.*, No. 05-22088, slip op. at 4 n.4 (S.D. Fla. Dec. 19, 2005) (reasoning that because the requested document dealt "with a particular, small workplace, and since the contents of the report deal exclusively with confidential personnel matters, it is not possible, as in some cases, merely to excise personally identifying information"); *McLeod v. Pena*, No. 94-1924, slip op. at 6 (D.D.C. Feb. 9, 1996) (concluding that redaction of investigative memoranda and witness statements would not protect privacy when "community of possible witnesses and investigators is very small" -- eight officers and twenty enlisted personnel) (Exemption 7(C)).

Enclosure (11) of the basic ROI
(5 pages)

This enclosure of the basic ROI has been withheld in its entirety because program and legal reviews indicate it contains significant personal information relevant to third-parties other than Captain Jones the disclosure of which would constitute both a clearly unwarranted invasion of personal privacy protected by FOIA exemption (b)(6)¹ and an unwarranted invasion of personal privacy protected by FOIA exemption (b)(7)(C)² and it is not reasonable to segregate portions for release.³

¹ 5 U.S.C. § 552(b)(6); 32 C.F.R. § 701.59(f)(7).

² 5 U.S.C. § 552(b)(7)(C); 32 C.F.R. § 701.59(g)(3).

³ 32 C.F.R. § 701.8(1); See, e.g., *Alirez*, 676 F.2d at 428 (finding that mere deletion of names and other identifying data concerning small group of co-workers inadequate to protect them from embarrassment or reprisals because requester could still possibly identify individuals) (Exemption 7(C)); *Karantsalis v. U.S. Dep't of Educ.*, No. 05-22088, slip op. at 4 n.4 (S.D. Fla. Dec. 19, 2005) (reasoning that because the requested document dealt "with a particular, small workplace, and since the contents of the report deal exclusively with confidential personnel matters, it is not possible, as in some cases, merely to excise personally identifying information"); *McLeod v. Pena*, No. 94-1924, slip op. at 6 (D.D.C. Feb. 9, 1996) (concluding that redaction of investigative memoranda and witness statements would not protect privacy when "community of possible witnesses and investigators is very small" -- eight officers and twenty enlisted personnel) (Exemption 7(C)).

Enclosure (12) of the basic ROI
(7 pages)

This enclosure of the basic ROI has been withheld in its entirety because program and legal reviews indicate it contains significant personal information relevant to third-parties other than Captain Jones the disclosure of which would constitute both a clearly unwarranted invasion of personal privacy protected by FOIA exemption (b) (6)¹ and an unwarranted invasion of personal privacy protected by FOIA exemption (b) (7) (C)² and it is not reasonable to segregate portions for release.³

¹ 5 U.S.C. § 552(b) (6); 32 C.F.R. § 701.59(f) (7).

² 5 U.S.C. § 552(b) (7) (C); 32 C.F.R. § 701.59(g) (3).

³ 32 C.F.R. § 701.8(1); *See, e.g., Alirez*, 676 F.2d at 428 (finding that mere deletion of names and other identifying data concerning small group of co-workers inadequate to protect them from embarrassment or reprisals because requester could still possibly identify individuals) (Exemption 7(C)); *Karantsalis v. U.S. Dep't of Educ.*, No. 05-22088, slip op. at 4 n.4 (S.D. Fla. Dec. 19, 2005) (reasoning that because the requested document dealt "with a particular, small workplace, and since the contents of the report deal exclusively with confidential personnel matters, it is not possible, as in some cases, merely to excise personally identifying information"); *McLeod v. Pena*, No. 94-1924, slip op. at 6 (D.D.C. Feb. 9, 1996) (concluding that redaction of investigative memoranda and witness statements would not protect privacy when "community of possible witnesses and investigators is very small" -- eight officers and twenty enlisted personnel) (Exemption 7(C)).

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Sundowner Club reopens after renovation, open to public Wednesday nights

March 27, 2012 | By ELIZABETH VARIN | Staff Writer

NAVAL AIR FACILITY EL CENTRO — The aircraft carrier floor is gone, flat screens have been added and a new Sundowner Club has taken shape throughout the past few months.

Now the newly renovated classy club has opened again, and civilians older than 21 years old are invited Wednesdays to mingle with sailors at the nightclub.

The U.S. Navy base between El Centro and Seeley is starting up Ladies Night again, and for the next few weeks civilians don't have to be on an access list for the weekly event held from 8 p.m. to 1:30 a.m. on Wednesdays at the Mirage Club. Those attending will still have to have their identification card, car insurance and car registration, but for about four more weeks, there won't be the required passes that civilians have to apply for. After that period is over, though, people can go online to [mwrtoday.com/elcentro/](#) and find the form to be added to the visitor access list.

Construction work started in late January and went until Feb. 29, when the club reopened its Ladies Night, said base Executive Officer Cmdr. Erik Franzen. During that construction phase renovations have been taking shape, including adding historical items that base Commanding Officer Capt. Devin Jones borrowed from an air museum in San Diego.

Those items on display on the walls and behind the bar also have their own link to the local base, as the plaques on the wall are from attachments that have trained in El Centro, Franzen said. Some space has been left open on the walls, too, so future attachments who come to train in the Imperial Valley can show off their presence.

Along with the plaques on the wall, old photos are hung on one side of the room, showing off the parachute testing that started in the late 1940s, as well as old Blue Angels flying shots.

It's a total facelift for the Sundowner Club, said Public Affairs Officer Michelle Dee. The whole floor was ripped up, work was done to the bar and the DJ area, and the dance floor was expanded.

Essentially what they have tried to do is make it an inviting place for sailors whose attachments are in El Centro to go, she said. It also gives the public a chance to mingle with those on base.

"It's a good chance for people to come and feel like they're part of the base, because we are a part of the community," Dee said.

The base is always looking to make improvements, and there's an ongoing goal to make Naval Air Facility El Centro a great base, she said. There's always work being done to better it.

For more information about the club call 760-339-2319.

Staff Writer Elizabeth Varin can be reached at [evarin@ivpressonline.com](#) or 760-337-3441.

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ENCL (13)

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End (1)

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Enclosure (14) of the basic ROI
(5 pages)

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³ 32 C.F.R. § 701.8(1); *See, e.g., Alirez*, 676 F.2d at 428 (finding that mere deletion of names and other identifying data concerning small group of co-workers inadequate to protect them from embarrassment or reprisals because requester could still possibly identify individuals) (Exemption 7(C)); *Karantsalis v. U.S. Dep't of Educ.*, No. 05-22088, slip op. at 4 n.4 (S.D. Fla. Dec. 19, 2005) (reasoning that because the requested document dealt "with a particular, small workplace, and since the contents of the report deal exclusively with confidential personnel matters, it is not possible, as in some cases, merely to excise personally identifying information"); *McLeod v. Pena*, No. 94-1924, slip op. at 6 (D.D.C. Feb. 9, 1996) (concluding that redaction of investigative memoranda and witness statements would not protect privacy when "community of possible witnesses and investigators is very small" -- eight officers and twenty enlisted personnel) (Exemption 7(C)).

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(DEOCS) Report

Organization: NAF EL CENTRO

Commander/Director: FOIA(b)(6)&(b)(7)(C)

Admin Number: 1332803

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ENCL (30)

Appendix C: Written Comments from Your Organization

NOTE: The comments appear exactly as they were written on the survey:

So far so good. I dont really see any unfair treatment of anyone here. Military or civilian.

Why wasn't the Bowling Alley/Go-carts affected by the budget? They do not sell enough to not be affected. The Gym was barely touched. And when the "classes" were going to be cut down to a minimum, a waiver was asked for. Can other facilities have the same courtesy? The Liberty Center hours are not convenient for the Active Duty Sailors. We are here for them. I also know that there is a manager who works for MWR who is almost always being picked on. I heard from others that she is the only manager in MWR that is required to work on Saturdays, when she has an assistant there who was hired to work weekends. I believe she is also the only manager that is required to "clock in and out" for the day. I feel that the Theater should open earlier and offer children movies Saturday and Sunday starting at 1400.

I really enjoy my job. I enjoy interacting with people.

I do not believe that everyone is treated equally. Some people get away with doing, saying and acting inappropriate and nothing is done. It's all about who you are and who you know!

none

The overall Command climate is good and the CO and XO are excellent, but the climate within the Security department is not good. Morale is extremely low. Decisions about personnel schedules, section changes, and leave authorization are made at the very last moment and will often change back and forth several times. Lack of leadership.

Since reporting to NAFEC, I have seen a common factor in some departments. LEAD BY INTIMIDATION! Violations of the Whistle Blowers Act are common. If a junior sailor sees a member of Senior Leadership do something wrong and reports it. The Senior Leadership goes on a witch hunt to find and confront the junior sailor. Making a hostile working environment and teaching junior sailors to not report wrongs made by Senior Leadership.

Also, if the junior troops are seeing the Senior Leadership getting away with inappropriate behavior. How can the junior troops be punished for it? Easy, someone has to be held accountable; but at what cost? Moral to start with, in some cases a persons health. Lastly, in order for this survey to be taken seriously, all individuals will have to take it serious. Which only a handful will!!!!

Senior leadership (CO) has been repeatedly witnessed by subordinate personnel engaging in unduly familiar relationships/contact with subordinates and civilian workers on the base. However, due to the leadership by intimidation climate, no whistles were blown. Fear of reprisal is very real and understandable, due to the fact that the civilians randomly placed throughout the departments, seek out whistle blowers on a regular basis. These actions go unchecked not only because of the rampant violations from the chain of command, but being so far removed from our "regional base", any official visit or inspection is known of well in advance, and the smoke and mirrors show commences. Religious and medical programs are cut. POWER LINES, a flagpole, and various signs damaged by high winds, remain unfixed for months. We're so broke, that utility included rent, one of the only up sides to base housing, is cut. But we have the money for an airshow, pool renovations, and other superficial crap?

This command needs more organization. It could use a few replacements in the leadership department as well. There seems to be alot of "do as I say, not as I do". Morale is unfortunately low within the workplace.

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Look deeper on some issues in some organizations and seek for some positive answers for the benefit of all.

I believe that in the SEC DEP we could cut down the amount of problems, and save the navy large amounts of money if we cut some of the DOD officers from the budget. And aloud our SECO to lead or SEC DEP in mass.

Working at NAF El Centro has been one of the most eye opening experiences i have ever seen. I honestly believe we could get away with any up to murder here and the jr. sailors suffer when they go to their next command because they believe they have the navy figured out and its a cake walk and alot of them have a hard time adjusting to "Real" Navy life. The civilian workforce here has way to much authority to include most offices from bldg. 214 to our own department we shouldnt be able to bend the rules for one civilian and not every service membe who is in the exact same position however we do. Over all when ever i transfer out of here i will be glad to and will miss a select few of people that i work with but i despise this command for many reason.

THIS IS AN EXCLUSIVE CLUB IN WHICH ONLY THE PRIVILEGED MEMBERS GET TO BE RECOGNIZED.

I guess most people are treated equally. I don't see much of a problem in the shop. I think civilians have to speak spanish or something. I don't like some of the civilians on base. They seem to think they are all high and mighty and can do what they want. CSD for example that lady seems to be able to tell sailors anything she wants and is not really helpful, unless you speak Phillipino. The captain seems grumpy a lot too. Maybe its becасue of all of the budget cuts. When i go to 214 they all seem a little sad. The lights are out and its like a morgue. My supervisor doesn't like it when our department hear has to go see the captain. They come back in a bad mood most of the time, so I guess my division has done something bad. We have been told to be super careful driving on base because the XO and the CO are out there trying to catch us speeding. I haven't seen that but I heard some people talking. Over all if you are lower in the org it doesn't seem to bad to me.

If there is some possible way an IG personnel or EO official can come here and investigate or examine the way the climate within NAFEC Security with and emphasis on Civilian leadership i.e. [REDACTED] and [REDACTED] I think that we would see some change. They appear to be able to get away with what ever they want and because we never get inspected and no one ever spot checks them this command gets worse and worse! PLEASE! come give a look into the way things are run here talk to the Sailors 99% of us all want this to be the best command and are willing to do what it takes but can not right now or for the past 4 years I have been stationed here because of personnel like the above mentioned individuals.

i love working at NAF El Centro.

I see many area for improvement in this organization. I belive there is a certain amount of favoritism and a constant feeling of being replaced so easily. I love my job here. But I am constantly asked to work strange hours that make my home life difficult. I stay because I believe in the bigger picture of providing the best service possible to our sailors. It would be nice though to allow our management to make the decisions concerning our facility and not upper management. We are micro managed and I believe we know what our sailors need and we listen to them.

The command does a lot to foster good morale and comraderie and I would like to see more people participate in activities, sports and social functions.

To my point of view i feel that the top brass micromanages all departments which should be left alone torun their work like they have been doing for years.

Best command I've ever been associated with!

No comment

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There is adultery in our unit, threatening outburst during employee meetings and supervisor does not say or do anything about it. Supervisor covers up for employees that continually are breaking rules and regulations. There is no confidence in speaking to supervisor for in fear of somekind of retaliation.

Go for it.

From my perspective things out here are running very well in this department. People act as a family and many really care about one another. With so many people also working out here for such a long time and the jobs here being high paying jobs for the county people most likely appreciate their jobs and want to do well at them. It's an idea place for lower level positions but difficult to get higher skilled workers in some fields though when they arrive many really appreciate the command climate.

This base is ran by the captain. Everyone is scared of him. The stories I hear make me sick to my stomach. The only thing he doesn't control yet is me breathing. He walks around like he is on another human level. He gives you that look and he intimidates people.

The last year has been rough due to the cutbacks and budget constraints that we are facing. However, we continue to give our best and our hope is that things get better. Is everything perfect? no of course not. But we have to continue to take good care of the sailor and their families. We adjust and move on..... NAF EL CENTRO STILL THE BEST PLACE TO BE AT!!!!

There are a few things that I would like to say about this command's climate. A particular member from the commands senior leadership has been acting very inappropriate towards our female military and female civilian workers. I can't keep track of how many times I have heard of this individual acting very inappropriately towards females. Whether it be borderline fraternization with females, making non-professional comments, and presenting a stigma that if you go against him you will be either fired or faced with repercussions if you report him. I know that a lot of people, including myself are scared to say anything about his actions due to the chance of punishment or the fear that it will be "swept under the rug". What I'm saying is that this very senior individual is doing things that cause tension as well as horrible perceptions.

Great community. Happy to be a part of it.

That theres rules that aren't followed by some employees and nothing is done about it, as well as married people fooling around at work and they let it go.

Discrimination towards Veterans, does not care about his subordinates!!!!!!!!!!!!!!!!!!!!!!!!!!!!

In regard to the Command, I am pleased. In regard to individual departments, there needs to be some kind of accountability held against the supervisor/managers. Lack of communication and inability to properly lead is hurting particular departments. Most times when things go wrong, the subordinates get reprimanded when management was clearly the ones who had jurisdiction in the matters

we work in a equal work place here

I feel by taking away Christmas parties or Picnic from our organization is telling us that we are being appreciated for the job we have done thru out the year.

Thank you for your continued support and I'm not only Blessed to work for this organization I'm honored.

I believe that the opportunity for promotion should be based upon experience and qualifications of the candidates whole career and time served. Not to someone who does extra work out of scope for those who pick for promotions right before promotions are announced. All opportunities should be given to all personnel who seek

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career development. And personnel that do not follow department rules, regs, sogs, and sops. Should be fully reprimended.

The command does well in these areas. I really haven't seen any discrimination or even hints of it. The command is diverse and all ethnicities work well together.

No additional comments! Love my job and all the personnel that surrounds me. Thank You!

What happen to the base newspaper? Have not seen one since December. Also, the quarterly cultural events are now boring, why did they change??

I have no comments at all regarding the concerns of equal opportunity, equal employment opportunity and organizational climate. This command has satified all of my concerns regarding those topics.

I just want to say, I join the U.S. Navy for structure and to serve my country in what I thought was the greatest Navy in the world. I have served for over 8 years and my feelings are changing for the lack of concern for the little guy. I always believe we are as strong as our weakest person. I feel weak and unguided through these hard times from my leadership. Which I believe are unguided. We are hurting and need change fast. Our suicide rates are going up for a reason. Not saying what I have put in here is causing it. But it something to think about. We need to bring back our boot camp training in great lakes for discipline and structure. Our leaders need to be trained on moral building for team work and recognition for a job well done. Sorry I would like to write more but I'm running out of time. 2:45 left. Thanks for your time. I tried to update but the time is still ticking.

It truly needs to be investigated. We are doing cuts here and there. Why does Fitness always have 3-4 people working on morning shift? Why isn't there a full time employee supervising the Fitness Center during the weekends. Where Liberty and the Aquatics has to have a Supervisor on board through out weekend. Why does one of the manager's have to clock in and out while all of the other managers do not have to. Why tell that same manager who has to clock in/out, they are only allowed to work no more than 8.5 hours a day. Why have manager hours on the weekday and when told to work on the weekend the hours change, when there is already a supervisor closing that facility. Why tell that same manager who is told to work the weekends "if they were them they will take every other weekend off to spend time with their family? Why are two Category C facilities can stay open and not the Coffee or ITT stay open? Who makes these decisions and why are they not fully questioned or looked at?

None

Outstanding

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Enclosure (31) of the basic ROI
(3 pages)

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¹ 5 U.S.C. § 552(b)(6); 32 C.F.R. § 701.59(f)(7).

² 5 U.S.C. § 552(b)(7)(C); 32 C.F.R. § 701.59(g)(3).

³ 32 C.F.R. § 701.8(1); See, e.g., *Alirez*, 676 F.2d at 428 (finding that mere deletion of names and other identifying data concerning small group of co-workers inadequate to protect them from embarrassment or reprisals because requester could still possibly identify individuals) (Exemption 7(C)); *Karantsalis v. U.S. Dep't of Educ.*, No. 05-22088, slip op. at 4 n.4 (S.D. Fla. Dec. 19, 2005) (reasoning that because the requested document dealt "with a particular, small workplace, and since the contents of the report deal exclusively with confidential personnel matters, it is not possible, as in some cases, merely to excise personally identifying information"); *McLeod v. Pena*, No. 94-1924, slip op. at 6 (D.D.C. Feb. 9, 1996) (concluding that redaction of investigative memoranda and witness statements would not protect privacy when "community of possible witnesses and investigators is very small" -- eight officers and twenty enlisted personnel) (Exemption 7(C)).

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TOES SPORTS SHACK TALK

Just when you think you have seen it all, the unthinkable happens. Weapons rolled the dice last night and trumped the Khakis by 23 points. Erik Williams went off like a firecracker and Agent Zero managed to get out of jail to make the game on time. Despite of, losing his conceal weapons permit, he vows to switch over from 357 magnum to the new Super Soaker 3000. The Bomb Builders actually looked pretty good. Khakis were missing some players but played really hard. The Less Brothers accounted for 20 of the 25 points scored. The Khaki Lackys just don't have an inside presence. Weapons will face AOC on Thursday at 1700, while the Khakis have a bye on Thursday. Game two was a good game between two good teams, Cutters and MWR. In big games, players must raise their levels of play and believe in each other, if they want to win the big games. MWR seemed to be in control of the game early. Border Patrol was down by 4 points at half time. The Cutters had to defend all of MWR's players and watch for the long shot or the easy deuce. They were having problems and seemed to be in some real trouble. The second half was a total different ball game than the first half. MWR made it easy by allowing the Cutters to stop defending all of MWR's players. All they needed to do was triple team or quadruple team one guy and they could stop Recreation Nation. MWR became one dimensional and lost the easiest game of the season. The Cutters were able to cut MWR like if they were cutting some government cheese or should I say, Gubbament Chayse! MWR lost their first game of the season and must face the Khakis on Monday at 1700. BP Cutters will go heads-up against the Blues Angels on Thursday at 1800. Game three was the prison against prison. Law Dawgs have been swept by the Rebels the last couple of years. This year would be very different. The Law Dawgs took all they could take and put it on the Rebels. This game will be televised on B-Yard channel 187, the Criminal Network. The Law Dawgs opened up a can on the Rebels and blasted them by 23 points. Rebels will have to live with this defeat for the next year.

Game one was a forfeit between Weapons and AOC. AOC decided to take the day off and Weapons happily took the "W". Game two was a hard fought battle between the Cutters and Blues. The first half was very exciting. As everyone all ready knows, the Blues never travel by themselves. They brought their entourage and made enough noise to wake-up Sleepy Willis. Border Patrol also woke up with the crowd noise and took over the entire operation. They were able to defeat the Blues 42-31. The Blues must now regroup and try to make a run in the post-season. They have won enough games to make the post season but will not stay there very long, if they don't improve. Blues face off against OPSEC Wednesday at 1700. Game three was Rebels versus OPSEC. The Rebels were trying to get over their loss against the Law Dawgs. They did enough to beat OPSEC 54-33. OPSEC only had 3 players score for them all night; they must find a way to get over the hump in the post season. I expect the Rebels to win one more big game against a worthy opponent. Rebels are a good team, but they run out of gas. They ought to try the hybrid. Overall, this has been a good week for basketball.

Khakis and MWR had exactly 5 players a piece. Both teams could not substitute, even if they wanted to. This is the first time in NAF history where all players on both teams scored points. This was a very close match in the first half of the game. Khakis brought their "A" game and was leading the charge most of the first half. Recreation Nation had to get some stops in the second half and pull away from the Khakis. MWR scored 43 points in the second half and was able to defeat the Khakis 79-46. Game two was a forfeit by AOC. Rebels get an easy win and will now face MWR on Wednesday at 1900. Game three was a marathon between the Rattlers and Bomb Builders. QVI Johnson scored 41 points last night, which is a season high. Four more points could have broken the NAF El Centro record that Javier Guerra has owned for more than seven years. Weapons just didn't play any defense on the Rattler's top scorers. I would have doubled Johnson and Lindsay. If the other three guys beat me, then they just beat me. The Dynamic Duo scored 61 of the 75 points. I would say, these guys were unstoppable. Strike plays the Law Dawgs on Wednesday at 1800, while Weapons is back in action next Wednesday against OPSEC at 1700. The Heat is on for some teams. Win or go home!

Blues fire second head coach this season. Just when Coach Martin thought everything was coming together, the Blues Front Office gave the young coach a size 11 1/2 boot out the locker room. I understand that the Front Office wants to win now. Maybe the talent just isn't there for the Demo Team. Blues were only 2-4 when they decided to say "enough is enough". Blues manager traded two cans of Boston Baked Beans and a small container of Crisco oil for the new coach, named Willie Mallard. Coach Mallard was nervous throughout the game last night. I even saw a couple of tears flowing. Is it because he was afraid of losing his job? Or was he thinking, what the heck did I get myself into? Or was he having stomach problems from the lunch he ate at Johnny's Burritos? Coach Mallard was able to get a crucial win against OPSEC. OPSEC and the Blues were going toe-to-toe until the last two minutes of the ball game. Brian Mcallister scored a season high 25 points, while the Steam Roller dropped 10 of his own. Missed free throws and turnovers cost OPSEC the game. Blues win 46-39. Zach Gruwell gets a "W" in his name and is no longer Zack Grunell. Game two was exciting. Law Dawgs started the game very hot. They were able to take a 16-0 lead over Strike within the first 8 minutes of the game. The Rattlers looked worried and frustrated. The Law Dawgs poured it on and the score was 24-6. Guess what? The Adult Sitters made a costly move and substituted all of their five starters. Within 6 minutes, the Rattlers were only down by 4 points. Law Dawgs led at half time 23-19. The Rattlers got it together and outscored the Law Dawgs 32-14 in the second half and won the game 51-37. Game three was MWR versus Rebels. The Rebels made enough noise to keep the game close, but just didn't have enough fire power to outscore Recreation Nation. Javier Guerra and Anthony Rojas led the charge with 46 points and the rest is history. The problem that the Rebels have is that they do not finish games. What does Rebels stand for? Rebound Enough But Exhausted Late Second half. More basketball tonight!

Continued on page 24

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ENCL (36)

State of California
May 17, 2013
March 2012 Benchmark

Employment Development Department
Labor Market Information Division
<http://www.labormarketinfo.edd.ca.gov>
(916) 252-2162

REPORT 400 C
Monthly Labor Force Data for Counties
April 2013 - Preliminary
Data Not Seasonally Adjusted

STATE TOTAL	—	18,523,300	18,944,300	1,579,000	8.5%
ALAMEDA	11	777,300	722,800	54,500	7.0%
ALPINE	29	470	420	50	9.8%
AMADOR	29	16,140	14,550	1,590	9.8%
BUTTE	32	102,100	91,900	10,200	10.0%
CALAVERAS	34	18,750	16,780	1,980	10.5%
COLUSA	57	11,310	9,080	2,230	19.9%
CONTRA COSTA	11	537,100	499,300	37,800	7.0%
DEL NORTE	37	11,290	9,940	1,350	11.3%
EL DORADO	22	90,700	82,900	7,800	8.6%
FRESNO	47	458,600	379,800	68,800	13.4%
GLENN	42	12,670	11,110	1,570	12.4%
HUMBOLDT	21	59,500	54,500	5,000	8.4%
IMPERIAL	58	75,990	57,700	18,290	24.0%
INYO	16	9,320	8,820	700	7.5%
KERN	39	385,300	338,600	46,700	12.1%
KINGS	53	60,600	52,200	8,400	13.8%
LAKE	44	24,870	21,520	3,350	12.8%
LASSEN	35	12,450	11,100	1,340	10.8%
LOS ANGELES	23	4,693,200	4,439,300	453,900	9.3%
MADERA	42	65,800	57,700	8,100	12.4%
MARIN	1	141,900	135,300	6,600	4.6%
MARIPOSA	23	9,210	8,350	860	9.3%
MENDOCINO	18	42,070	38,700	3,370	8.0%
MERCED	56	111,200	94,000	17,200	15.5%
MODOC	40	3,730	3,270	460	12.2%
MONO	15	8,510	7,690	820	7.3%
MONTEREY	32	223,800	201,400	22,400	10.0%
NAPA	5	78,700	74,000	4,700	5.9%
NEVADA	17	50,080	46,270	3,810	7.6%
ORANGE	4	1,630,800	1,538,300	92,500	5.7%
PLACER	14	178,300	166,400	12,900	7.2%
PLUMAS	49	9,170	7,920	1,250	13.6%
RIVERSIDE	27	941,700	851,600	90,200	9.6%
SACRAMENTO	20	677,990	621,500	56,500	8.3%
SAN BENITO	41	27,000	23,700	3,300	12.3%
SAN BERNARDINO	27	861,400	778,700	82,600	9.6%
SAN DIEGO	11	1,808,700	1,498,900	111,900	7.0%
SAN FRANCISCO	3	481,700	455,900	25,800	5.4%
SAN JOAQUIN	45	295,400	257,200	38,200	12.9%
SAN LUIS OBISPO	7	145,800	137,000	8,800	6.1%
SAN MATEO	2	398,900	378,700	20,200	5.1%
SANTA BARBARA	6	233,900	219,800	14,100	6.0%
SANTA CLARA	8	920,600	861,100	59,500	6.5%
SANTA CRUZ	31	153,100	138,000	15,100	9.9%
SHASTA	36	79,900	71,000	8,900	11.1%
SIERRA	54	1,460	1,280	210	14.0%
SISKIYOU	45	18,680	16,280	2,410	12.9%
SOLANO	19	218,300	200,700	17,700	8.1%
SONOMA	8	257,400	240,600	16,800	6.5%
STANISLAUS	47	235,300	203,800	31,500	13.4%
SUTTER	56	42,400	35,400	7,000	16.4%
TEHAMA	38	24,850	21,730	3,120	11.8%
TRINITY	51	4,740	4,100	650	13.7%
TULARE	51	207,100	178,700	28,400	13.7%
TUOLUMNE	26	25,340	22,920	2,420	9.5%
VENTURA	10	446,000	415,100	30,900	6.9%
YOLO	25	98,300	89,100	9,200	9.4%
YUBA	49	26,800	23,200	3,700	13.8%

Notes

- 1) Data may not add due to rounding. The unemployment rate is calculated using unrounded data.
- 2) Labor force data for all geographic areas now reflect the March 2012 benchmark and Census 2010 population controls at the state level.

ENCL (37)

Statement by IO, [REDACTED] FOIA(b)(6)&(b)(7)(C), June 5, 2013

During the course of the Command Investigation, I interviewed 14 military and 8 civilian personnel on or near NAF El Centro from May 30, 2013 to June 5, 2013 and one military member at NAS Whidbey Island.

-One military member was not comfortable being interviewed in that member's own work space on NAF El Centro.

-Four civilian members were not comfortable being interviewed in their own work spaces on NAF El Centro.

-Two civilian members were not comfortable being interviewed on NAF El Centro and an alternate location was selected.

-One military member on NAF El Centro expressed fear of being fired or losing the job as a result of this investigation

-Three civilian members expressed fear that they could lose their job or have their working hours changed as a result of this investigation.

-One civilian interviewed requested to have the summary of the interview pulled from the investigation subsequent to reading it.

-Two summaries of interviews with military members conducted were not used because they did not provide additional information relevant to this investigation.

FOIA(b)(6)&(b)(7)(C)

FOIA(b)(6)&(b)(7)(C), Captain, USN

() 10N3
ENCL (38)

Enclosure (39) of the basic ROI
(2 pages)

This enclosure of the basic ROI has been withheld in its entirety because program and legal reviews indicate it contains significant personal information relevant to third-parties other than Captain Jones the disclosure of which would constitute both a clearly unwarranted invasion of personal privacy protected by FOIA exemption (b)(6)¹ and an unwarranted invasion of personal privacy protected by FOIA exemption (b)(7)(C)² and it is not reasonable to segregate portions for release.³

¹ 5 U.S.C. § 552(b)(6); 32 C.F.R. § 701.59(f)(7).

² 5 U.S.C. § 552(b)(7)(C); 32 C.F.R. § 701.59(g)(3).

³ 32 C.F.R. § 701.8(1); See, e.g., *Alirez*, 676 F.2d at 428 (finding that mere deletion of names and other identifying data concerning small group of co-workers inadequate to protect them from embarrassment or reprisals because requester could still possibly identify individuals) (Exemption 7(C)); *Karantsalis v. U.S. Dep't of Educ.*, No. 05-22088, slip op. at 4 n.4 (S.D. Fla. Dec. 19, 2005) (reasoning that because the requested document dealt "with a particular, small workplace, and since the contents of the report deal exclusively with confidential personnel matters, it is not possible, as in some cases, merely to excise personally identifying information"); *McLeod v. Pena*, No. 94-1924, slip op. at 6 (D.D.C. Feb. 9, 1996) (concluding that redaction of investigative memoranda and witness statements would not protect privacy when "community of possible witnesses and investigators is very small" -- eight officers and twenty enlisted personnel) (Exemption 7(C)).

Enclosure (40) of the basic ROI
(48 pages)

This enclosure of the basic ROI has been withheld in its entirety because program and legal reviews indicate it contains significant personal information relevant to third-parties other than Captain Jones the disclosure of which would constitute both a clearly unwarranted invasion of personal privacy protected by FOIA exemption (b)(6)¹ and an unwarranted invasion of personal privacy protected by FOIA exemption (b)(7)(C)² and it is not reasonable to segregate portions for release.³

¹ 5 U.S.C. § 552(b)(6); 32 C.F.R. § 701.59(f)(7).

² 5 U.S.C. § 552(b)(7)(C); 32 C.F.R. § 701.59(g)(3).

³ 32 C.F.R. § 701.8(1); See, e.g., *Alirez*, 676 F.2d at 428 (finding that mere deletion of names and other identifying data concerning small group of co-workers inadequate to protect them from embarrassment or reprisals because requester could still possibly identify individuals) (Exemption 7(C)); *Karantsalis v. U.S. Dep't of Educ.*, No. 05-22088, slip op. at 4 n.4 (S.D. Fla. Dec. 19, 2005) (reasoning that because the requested document dealt "with a particular, small workplace, and since the contents of the report deal exclusively with confidential personnel matters, it is not possible, as in some cases, merely to excise personally identifying information"); *McLeod v. Pena*, No. 94-1924, slip op. at 6 (D.D.C. Feb. 9, 1996) (concluding that redaction of investigative memoranda and witness statements would not protect privacy when "community of possible witnesses and investigators is very small" -- eight officers and twenty enlisted personnel) (Exemption 7(C)).

1. There is not trust. Head management is very unprofessional as far as civilian and command...they like to talk very unprofessional.
2. In the workplace, if you are not in a religious group or don't have same beliefs as manager, you are treated differently. If you aren't vocal about the same religion...you are frowned upon. Religion groups come in and discuss religion in workplace for an extended period of time.
3. They work side by side, fraud waste of government dollars. Manager will go with whatever command says.
4. Very dissatisfied, in hiring practices, veterans and military spouses have priority, but that's not the case. It's all about who you know and what religion you are. HR and department manipulate hiring process.
 - a. Management needs to have a better supervisor, need to get educated with hiring practices and regulations of program.
5. There have been several sexual harassment things that have happened but people won't report because of the repercussion. People are afraid if they report, they will lose their jobs. All of programs are positive for sailors are being cut but they have money for command parties that condone drinking and "hooking up with girls".

*Complaint made because Commanding Officer was showing very inappropriate sexual pictures to MWR employee.

ENCL (41)

1. Upper chain of command is great. Civilian side is very gossipy. Very untrustworthy as well. Completely untrustworthy as far as command. Base is very small. Upper chain of command (base) is pretty good. Civilians are a big part of the problem. Professionalism, and being able to separate work from personal life.
2. Professionalism is lacking a lot. Butting heads stem from civilian side. Civilians do things different. Big inconsistency as far as military and civilian orders. Lines need to be rectified. Trust issues are prevalent. When you have those civilians, it takes a long time for military leadership to adjust to them. Double standards.
3. Current leadership have an amazing relationship with everybody. Communication is phenomenal. Opinions get put on priority especially with LPO status. Gossip and trash talk is open with civilians.
4. Very unsatisfied. Double standards as far as work duties. Very unfair. Not being able to do your actual job. Sends a bad message when all females are in an admin community and when one wants to do the actual job, she is turned down.
5. In department, things go too far as far as banter. When you turn in a complaint it gets ignored. Chain of command didn't do anything when a complaint was brought up. They said they would take care of it but there was no follow up. DoD turns their eyes when a fellow DoD member does something wrong. Almost like sweeping it under the rug. A lot of perceptions about female officer crossing line with enlisted members and going home with them. CO is crossing the line. Two days after a mast, CO kept buying shots for this service member. Inappropriate touching. CO says "When we are in civilian clothes, we are friends. CO grabbed two females "behinds". Perception that if you go against the CO your career is messed up. Not feeling comfortable with telling anybody about anything. It's difficult when you are silver and not gold to battle things like that. Current upper chain of command should let new commands leadership form their own opinions about new check-ins. When this service member tries to turn in evidence and report like she is supposed to, the service member gets in trouble. Now this service member won't turn in anything sexual harassment ever again. Didn't even know where to go to get help. No victims advocate assigned.

*Marines getting aggressive and DETS getting aggressive with female members. Room inspectors don't respect sleeper cits. Privacy isn't good at all. Room inspections are adequate as far as etiquette. Accountability and professional ability. EO should be more publicized. Maybe a suggestion box for the EO. Suggested permanent document protector for important numbers on base. Barracks should have a red phone. Automatically goes to security. Barracks RA should be established.

Enclosure (42) of the basic ROI
(1 pages)

This enclosure of the basic ROI has been withheld in its entirety because program and legal reviews indicate it contains significant personal information relevant to third-parties other than Captain Jones the disclosure of which would constitute both a clearly unwarranted invasion of personal privacy protected by FOIA exemption (b) (6)¹ and an unwarranted invasion of personal privacy protected by FOIA exemption (b) (7) (C)² and it is not reasonable to segregate portions for release.³

¹ 5 U.S.C. § 552(b) (6); 32 C.F.R. § 701.59(f) (7).

² 5 U.S.C. § 552(b) (7) (C); 32 C.F.R. § 701.59(g) (3).

³ 32 C.F.R. § 701.8(1); See, e.g., *Alirez*, 676 F.2d at 428 (finding that mere deletion of names and other identifying data concerning small group of co-workers inadequate to protect them from embarrassment or reprisals because requester could still possibly identify individuals) (Exemption 7(C)); *Karantsalis v. U.S. Dep't of Educ.*, No. 05-22088, slip op. at 4 n.4 (S.D. Fla. Dec. 19, 2005) (reasoning that because the requested document dealt "with a particular, small workplace, and since the contents of the report deal exclusively with confidential personnel matters, it is not possible, as in some cases, merely to excise personally identifying information"); *McLeod v. Pena*, No. 94-1924, slip op. at 6 (D.D.C. Feb. 9, 1996) (concluding that redaction of investigative memoranda and witness statements would not protect privacy when "community of possible witnesses and investigators is very small" -- eight officers and twenty enlisted personnel) (Exemption 7(C)).

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a few notes/suggestions
included.

Thank you for all of
your great support and
loyalty from past
2 years.

Va. Sk. R.

ENCL (43)

25 June 2013

From: CAPT Devon Jones

To: RADM Dixon Smith, CNRSW

SUBJ: STATEMENT CONCERNING INVESTIGATION

1. Prior to determining what level, if any, of disposition is appropriate with regards to the allegations contained in the investigation conducted by FOIA(b)(6)&(b)(7)(C), I respectfully request the opportunity to review the entire investigation, with my counsel, and the option to provide a written response.


D. Jones

encl (44)